



EMPLOYMENT TRIBUNALS

Claimant: Mr Jacob-Qureshi-Boland

Respondent: Studiotech (UK) Limited

Heard at: Manchester

On: 18, 20 and 21 April 2023

Before: Employment Judge Cookson sitting with Ms Atkinson and Ms A Berkley-Hill

REPRESENTATION:

Claimant: in person

Respondent: Mr A Vickery (director of the respondent)

JUDGMENT

It is the unanimous decision of the Employment Tribunal that:

1. The claimant's complaint that he was unfairly dismissed by the First Respondent contrary to s94 of the Employment Rights Act 1996 (ERA) is well founded and is upheld but any compensatory award shall be reduced by 90% to take account of the chance that the claimant would have been dismissed had a fair process been followed in accordance with s123(1) of the Employment Rights Act 1996 ("ERA").
2. The claimant is not disabled and accordingly his claims of unlawful discrimination are dismissed.
3. The claimant's complaint that he was not paid accrued holiday pay which he was entitled to on termination of his employment is not well founded and is dismissed.
4. Remedy will be determined at a future hearing.

Employment Judge Cookson
21 April 2023

JUDGMENT SENT TO THE PARTIES ON

26 April 2023

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.